

POSITION INFORMATION

Position Title	Associate Professor in Psychology		
Faculty	Health Sciences		
School	Psychology		
Nominated Supervisor	Head of School	Campus/Location	Brisbane
Academic Level	D	Academic Career Pathway	Teaching and Research or Teaching-focused
CDF Achievement Level	2 Management (Middle)	Work Area Position Code	
Employment Type	Full-time, continuing	Date reviewed	03/05/2017

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.

Australian Catholic University (ACU) is both a Catholic University and a public institution within the Australian higher education sector. ACU is an inclusive community which welcomes students and staff of all beliefs. The University is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition. As valued members of our community, all staff members are expected to have an understanding of ACU's [Mission](#) and values and to demonstrate an active contribution to them.

The University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is Catholic, public and national. The focus areas are Theology and Philosophy, Health, Education, and the Common Good and Social Justice.

ACU has over 2,500 staff supporting more than 34,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield.

The structure to support this complex and national University consists of:

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching
- Vice President
- Pro Vice-Chancellor Assisting the Vice-Chancellor and President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Directorate of Identity and Mission drives both the Identity and the [Mission](#) of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

The University pursues performance excellence and offers an environment where staff are valued and rewarded. Staff are expected to demonstrate a commitment to continuous improvement and to participate fully in resolving issues to achieve and maintain quality standards relevant to role. Further information about a career with ACU is available at www.acu.edu.au.

ACU is committed to diversity and social inclusion in its employment practices. Applications from Aboriginal and Torres Strait Islander people, people with disabilities and people from culturally diverse groups are encouraged.

ABOUT THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences has courses in counselling, environmental science, exercise physiology, exercise science, mental health, midwifery, nursing, occupational therapy, paramedicine, physiotherapy, psychology, public health, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Faculty of Health Sciences is located across six campuses of ACU and is structured into six academic organisational units comprising:

- * School of Allied Health
- * School of Exercise Science
- * School of Nursing, Midwifery and Paramedicine
- * School of Physiotherapy
- * School of Psychology

* School of Science

The Faculty has a university priority Health Research Institute, focusing on Cardiovascular Disease and Metabolism, Health Services Research, Movement and Rehabilitation, and Psychology and Mental Health.

The Faculty's courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability.

Further information about the Faculty can be found at: http://www.acu.edu.au/about_acu/faculties_institutes_and_centres

ABOUT THE SCHOOL OF PSYCHOLOGY

The National School of Psychology, located within the Faculty of Health Sciences, offers courses on three campuses located in Melbourne, Strathfield (Sydney) and Brisbane. The programs offered include an accredited undergraduate and fourth-year psychology sequence, Master of Professional Psychology ("5 plus 1") program, Master of Psychology programs with specialisations in clinical and in educational/developmental psychology, and undergraduate and postgraduate programs in counselling. There is also the opportunity to complete MPsych and PhD degrees concurrently. On the Brisbane campus, in terms of postgraduate programs, the Master of Professional Psychology, the Master of Psychology (Clinical), concurrent MPsych/PhD degree and the postgraduate counselling programs are offered.

The School has a strong emphasis on quality research and research training outcomes. The research activities of staff relate to three overlapping areas of strength: (i) cognition and applied cognitive neuroscience; (ii) developmental and educational psychology, and (iii) clinical and health psychology. The School has a number of leading researchers of international profile in these areas. It boasts supports for early career researchers and scholars, and productive onshore and offshore collaborations including a number of joint appointments of esteemed international academics from the Netherlands, USA, UK, and Switzerland.

POSITION PURPOSE

At Associate Professor level, the candidate will provide leadership in building teaching scholarship, support leadership in achieving the strategic intent of the university and implementing the strategic initiatives at a Faculty and School level.

POSITION RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017
- ACU Teaching Criteria and Standards Framework

- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Principles
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> • Prepare and deliver lectures, seminars and tutorials across a range of postgraduate psychology units. • Provide clinical supervision to postgraduate psychology students at the Brisbane campus undertaking their internal practicum. • Contribute to curriculum development as appropriate. • Supervise fourth-year and postgraduate student research. • Provide leadership in teaching scholarship 	<ul style="list-style-type: none"> • Be responsible and accountable for achieving excellence • Deliver stakeholder centric service • Make informed decisions

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Research	<ul style="list-style-type: none"> Conduct a productive program of research in an area of psychology complementary to the strengths of the School, demonstrated by quality publications and research funding, consistent with the level of appointment 	<ul style="list-style-type: none"> Make informed decisions Collaborate effectively Adapt to and lead change
Academic Leadership and Service	<ul style="list-style-type: none"> Coordinate the Master of Psychology (Clinical) Program on the Brisbane campus Contribute to the School, Faculty, and University through professional service and community engagement. Be available for student consultation and supervision. Support leadership in implementing the strategic initiatives at a Faculty and School level. 	<ul style="list-style-type: none"> Deliver stakeholder centric service Adapt to and lead change Make informed decisions Collaborate effectively

SELECTION CRITERIA

Qualifications and Capability		Selection Criteria
Qualifications and other credentials		
1.	A PhD in psychology	Yes
2.	Professional recognition as demonstrated by the following: <ul style="list-style-type: none"> a. Membership or eligibility for membership of the Australian Psychological Society; and b. Registration as a Psychologist; and c. Area of practice endorsement in clinical psychology with PsyBA Registration as a Board-approved supervisor for higher-degree placements. 	Yes
Teaching, curriculum development and scholarship of teaching		
3.	Evidence of quality student-centred teaching and effective administration of subjects and/or courses at a tertiary level in psychology	Yes

Qualifications and Capability		Selection Criteria
4.	Evidence of quality clinical supervision at tertiary level	Yes
5.	Demonstrated commitment to the scholarship of learning and teaching, including familiarity with the effective use of eLearning approaches. Evidence of leadership in teaching innovation and training of Postgraduate students	Yes
Research		
6.	A demonstrated research profile in an area of psychology complementary to the strengths of the School, as evidenced by quality publications and successful grant applications and demonstrated capacity to supervise fourth year and postgraduate student research in psychology consistent with the level of appointment	Yes
Core Competencies		
7.	Demonstrate confidence and courage to achieve ACU's Mission, Vision and Values by connecting the purpose of one's work to the Mission, Vision and Values.	Yes
8.	Demonstrated history of keeping stakeholder interests at the core of business decisions and service excellence as a top priority.	Yes
9.	Evidence of working collaboratively internally and externally to capitalise on all available expertise in pursuit of excellence.	Yes
10.	Evidence of making informed, evidence-based decisions by sourcing and interpreting University and business information.	Yes
11.	An ability to take personal accountability for achieving high quality outcomes through an understanding of organisational context, self-reflection, and aspiring to and striving for excellence.	Yes
12.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.	Yes
13.	An ability to coach and develop staff, set clear expectations for performance and encourage others to share skills and knowledge to build a culture of learning and improvement.	Yes
14.	Demonstrated ability to display openness and resilience to inspire others to embrace change and make change happen in line with organisational interests and objectives.	Yes